

V-7c 4/25/13

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2013**

AFSCME COUNTER-PROPOSAL – LEAVES OF ABSENCE (CEO)

Proposed CEO language:

Article 13 LEAVES OF ABSENCE

- 13.6 Any employee who is absent without notification to his/her Department Director, or other designated authority, including but not limited to the employee's supervisor, for two (2) consecutive work shifts shall be considered a voluntary resignation, unless the failure to report is due to extenuating circumstances beyond the control of the employee. An employee shall be considered to be absent without notification pursuant to this Section if there is no form of notification of the absence by the beginning of the commencement of the second consecutive shift.

